

# **Christian Medical and Dental Associations**

## **Commitment Statement on Clinician Well-Being**

The importance of addressing the challenge of clinician burnout is paramount, given its adverse effects on practitioners, patients, and healthcare organizations. The Christian Medical & Dental Associations (CMDA) is committed to combatting burnout and promoting the well-being and resilience of its members and the larger community of healthcare professionals, as demonstrated by the following organizational strategy:

### **Faith**

- Recognize and emphasize the role of faith in clinician well-being and resilience
- Cultivate and nurture a sense of calling among clinicians
- Provide professional, fee-based coaching services that help healthcare professionals in the alignment of their values, conscience, and faith with their practice of medicine

### **Education**

- Promote and provide assessment tools that increase self-awareness of burnout
- Utilize website updates and refinements to enhance electronic access to educational resources, such as articles, webinars, and podcasts
- Sponsor and support structured retreats that provide education, invite reflection, and foster renewal

### **Community**

- Develop a member-to-member (M2M) peer support network
- Facilitate the creation of local, area, and virtual collegial communities
- Train health care professionals in the mindset and skills of coaching, equipping them to provide effective peer support to colleagues

### **Culture**

- Advance initiatives to assist healthcare organizations in reclaiming their historical roots and adhering to a culture of caring – for both patients and clinicians
- Advocate for a healthcare system that values service over profit
- Provide coaching services for physician leaders, empowering them to be effective catalysts for organizational and systemic changes that combat burnout

### **Collaboration**

- Support global health workers through collaboration with medical missions organizations and International Christian Medical & Dental Association (ICMDA)
  - Consolidate internal organizational expertise and resources within the context of a CMDA center supporting the well-being and resilience of healthcare professionals
  - Collaborate with other organizations promoting clinician well-being and resilience, while remaining true to CMDA's mission, vision, and values
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CMDA, founded in 1931, is a faith-based membership organization providing resources, networking opportunities, education and a public voice for over 19,000 Christian healthcare professionals and students, thereby advancing its mission to “change hearts in healthcare”.